

NON-DISCRIMINATION IN EMPLOYMENT AND PROVISION OF SERVICES POLICY

It is the policy of the Missouri Department of Health and Senior Services to provide equal treatment in employment and provision of services to applicants, employees and clients without regard to race, color, national origin, sex, religion, age, disability or veteran status; hereafter referred to as protected category.

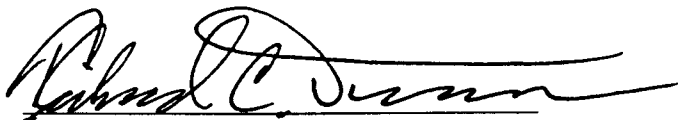
In accordance with the Affirmative Action Program, Governor's Executive Order 94-03, applicable federal and state laws and regulations, and the principles of affirmative action and equal employment opportunity, the Missouri Department of Health and Senior Services shall provide equal opportunity for all in recruitment, hiring, training, promotion, transfer, compensation, and all other terms and conditions of employment without regard to protected category status.

It is the policy of the Missouri Department of Health and Senior Services to assure that no person will be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination for any services because of race, color, national origin, sex, religion, age and/or disability. No facility operated by the Department of Health and Senior Services may be used to promote any discriminatory practice nor shall the Department become a party to any agreement that permits any discriminatory practice. Appropriate interpretive services will be provided as required for the visually or hearing impaired and for persons with language barriers. The Department of Health and Senior Services shall not grant, deny or revoke a license, registration or certification on the basis of race, color, national origin, sex, religion, age or disability.

The Missouri Department of Health and Senior Services' commitment to Title VI, Title VII and Title IX of the Civil Rights Act of 1964 and amendments, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, the Missouri Public Accommodations Act, and Executive Order 94-03 is hereby reaffirmed.

This policy and the Affirmative Action Plan shall be adhered to by all staff and contractors (where applicable) of the agency. Supervisory and management staff, in particular, shall assure that the intent as well as the stated requirements of the Methods of Administration are implemented. The application of this policy is the individual responsibility of all administrative and supervisory staff.

This policy shall be posted in all offices and facilities of the Missouri Department of Health and Senior Services.



Richard C. Dunn, Director
Department of Health and Senior Services

1/27/03
Date